

Edith Bowen Laboratory School

6700 Old Main Hill

Logan, Utah 84322

Telephone: 435 797-3081

Performance Based Compensation Plan 2008/2009 School Year

- I. All licensed educators working under contract at the school, are eligible to receive performance based compensation under this plan.
- II. Criteria for receiving compensation is based on participation in the following areas for teaching faculty, media personnel, art mentors, the STARS coordinator, special education teacher, and the speech pathologist:

- A. Participation in pre-service teacher training (75% of performance);

Teachers at Edith Bowen have a responsibility to serve both the students in their classrooms and the undergraduates at Utah State University in pre-service training. Teachers need to be able to model and mentor undergraduates to competent understanding and performance, in the following areas:

- Instruction aligned with the Utah State Core Curriculum Standards
- Differentiation of instruction.
- Assessment of student performance using multiple forms of data points.
- Communication and partner with parents/guardians for student achievement.

- B. Participation in research projects inside of classroom (20% of performance);

Teachers at Edith Bowen are expected to do action research in their classroom or partner with University faculty on research projects related to student achievement.

- C. Service outside of classroom instruction (5% of performance);

Teachers at Edith Bowen are expected to give evidence of service outside of the classroom, such as conference presentations, representation on state or national boards, or visible service in the community.

- III. Assessment tools used to measure performance in these areas will include:

- A. Formal evaluation by/with Principal on each of the above indicators. The expectation is that there will be commendable performance in at least one of the three areas and at least excellent performance in the remaining area(s);

(The option to include additional data sources in the principal evaluation are as follows:)

- B. Peer observation and assessment on any or each of the above indicators as part of the principal evaluation; and
 - C. Parent/student assessment as part of the principal evaluation.
- IV. Compensation will be determined based on the total amount received by the school divided by the number of faculty/staff eligible to receive funds. Compensation will be distributed by the last pay period in fiscal year 2009. The funds will be distributed in equal parts to all faculty members who meet the standard for receiving performance based compensation. For example, the total allocation for the school is "N". If "13" teachers achieve the standards as indicated above, the amount for each teacher would be $N/13=X$.
- V. Compensation will be based on individual efforts of the faculty.